

**From:** Jaime Estremera-Fitzgerald  
**Sent:** Thursday, March 21, 2019 12:45 AM  
**To:** jimmiesugarman@gmail.com  
**Subject:** My Heart

Dear Mr. Chairman:

First of all, let me say to you that I really appreciated the executive committee meeting convened in order to address the issues at hand. On my part, I felt you led the meeting in a respectful way where everyone was able to speak freely about their respective concerns.

I came out of that meeting feeling like I wanted to do everything I could to mitigate the situation, get back on track and help us make changes, fix the problems and move on. However, having had time to reflect on everything that was expressed by you and the members, I realized that I had lost something I valued dearly...the confidence and trust of the board.

I am not going to qualify actions or make excuses because I believe in the "values" (that I even set up) and insist that everyone live by those values. Well, that includes me. Without meaning to, I took advantage of the agency. Communication between me, staff and the board members should have been clearer and policies should have been better articulated and followed through. All of this...everything that happened...is on me and my responsibility.

Therefore, it is with heavy heart that I am hereby tendering my resignation with The Area Agency on Aging as of March 21st at 8am. The staff is well equipped to move forward with the auditor that you had already chosen and iron out policies and changes.

Please sit down with the staff and let them explain any policies and facts you don't understand as well as work with you on updates. Also, I would highly recommend Mike Dyer, the volunteer CEO of our Foundation, to help you through the transitioning to a new CEO.

Meanwhile, it's been an honor working for the Area Agency on Aging and I will continue to further all our causes and fight for seniors, veterans and people with disabilities as long as I have the strength.

Thank you, Jim, for your valuable time and consideration in this matter so close to my heart.

Sincerely,

Your very human friend,

Jaime Estremera-Fitzgerald